

UNIQ You Child Safety & Well Being Policy

Last Updated: 16 February 2026

Scope and Definitions

For the purpose of this policy, a *child or young person* is any person under the age of 18 years.

This policy applies to all Board members, employees, volunteers, advisors, contractors and any person engaged in child related work with UNIQ YOU. It applies to all programs and services delivered by UNIQ YOU, including online and digital environments.

Statement of Commitment

UNIQ YOU is committed to providing services to children and young people to assist them to develop their personal confidence, life skills and expand their understanding of the industries and future work roles available to them. Our organisation is committed to ensuring the safety and wellbeing of all children and young people and will endeavour to provide a safe and supportive service environment for children and young people.

UNIQ YOU is committed to child safety and children's best interests. We have zero tolerance for child abuse and will take all allegations of reportable conduct and safety concerns very seriously, ensuring such conduct is dealt with in accordance with company policies and procedures.

We will uphold the right of all children who come into contact with the company to feel safe and protected and will actively work to listen to and empower children.

UNIQ YOU has legal and moral obligations to contact authorities when there are concerns about a child's safety and these obligations will be followed rigorously.

UNIQ YOU is committed to providing training and educating staff and volunteers on child abuse risks.

We are committed to promoting cultural safety for Aboriginal and Torres Strait Islander children, cultural safety for children from culturally and/or linguistically diverse backgrounds, and providing a safe environment for children with disability. We also consider the needs of same sex attracted, intersex and gender diverse children and young people.

UNIQ YOU recognises that cultural safety includes actively addressing racism, discrimination and power imbalances that may affect Aboriginal and Torres Strait Islander children and young people.

UNIQ YOU recognises the rights of Aboriginal and Torres Strait Islander peoples to self-determination and acknowledges the importance of community, family and cultural connections in safeguarding children. Cultural safety considerations are embedded into organisational governance, risk management, workforce development and program delivery practices.

UNIQ YOU implements and upholds the National Principles for Child Safe Organisations and embeds child safety and wellbeing into leadership, governance and organisational culture.

All staff are required to uphold these commitments. The Board and leadership team are responsible for overseeing the implementation of this policy, monitoring child safety risks and ensuring continuous improvement of child safeguarding systems across the organisation.

Organisational Values Supporting Child Safety

The following values reflect the culture that we are committed to promoting:

- Safety
- Freedom to express thoughts and feelings
- Support to try new things and build confidence
- Respect for each other and facilitators
- Inclusion for all participants

Children's Rights, Safety and Participation

Children and young people are recognised as rights holders. UNIQ YOU supports children to be safe, informed, heard and respected in all interactions with the organisation.

Children have the right to:

- Feel safe and protected
- Be listened to and taken seriously
- Access age appropriate information about their rights
- Participate in decisions that affect them
- Raise concerns or complaints without fear of victimization

- Have their cultural identity respected and supported, including the right to maintain connection to family, community, culture and Country.

UNIQ YOU promotes access to the following child friendly resources:

- [Kids Helpline](#)
- [Australian Government Child Safety](#)
- [Australian Human Rights Commission – Children's rights](#)
- [National Principles for Child Safe Organisations – Child friendly poster](#)

Statement of Rights and Responsibilities

Individuals and organisations engaging with UNIQ YOU can expect to:

- Have rights and responsibilities explained, including complaint mechanisms.
- Be treated with respect and dignity.
- Have privacy and confidentiality respected.
- Provide feedback and have it handled fairly and promptly.
- Withdraw from and re engage with UNIQ YOU at any time.

Individuals and organisations have responsibilities to:

- Provide necessary information for appropriate support.
- Ensure workplaces are safe and healthy for facilitators.
- Notify UNIQ YOU of relevant incidents involving staff.

Feedback and Complaints

UNIQ YOU values all feedback including compliments, suggestions and complaints. Feedback is used to continually improve service quality.

Feedback may be provided in person, via telephone, or via the UNIQ YOU website Contact page.

All feedback will be handled fairly, promptly and confidentially. No person will be victimised or disadvantaged for raising a concern in good faith.

Recruitment, Screening and Training

UNIQ YOU recognises that the safety of children is linked to robust recruitment, screening and management practices.

- All child related personnel must hold and maintain a valid Working With Children Check (Blue Card or equivalent).
- Position descriptions include child safety responsibilities.
- Induction includes mandatory child safety training.
- Ongoing performance review includes child safety compliance.

UNIQ YOU is committed to valuing lived experience and Aboriginal and Torres Strait Islander cultural knowledge in leadership and decision making.

Employment and leadership practices are periodically reviewed to identify and reduce systemic barriers that may limit representation or cultural inclusion.

Child and Youth Risk Management

UNIQ YOU maintains a Child and Youth Risk Management Strategy to identify and mitigate risks of harm across all programs, including online delivery.

Risk assessments are conducted annually and whenever new programs, services or technologies are introduced. Risk assessments include consideration of cultural safety risks, including risks of systemic bias, exclusion or culturally unsafe practices that may impact Aboriginal and Torres Strait Islander children and young people.

Privacy and Information Management

UNIQ YOU collects and stores information to provide appropriate support. Personal information is managed in accordance with the Australian Privacy Principles and the Privacy Act 1988 (Cth).

Information will only be used for the purpose for which it was collected unless consent is provided or required by law.

Access to child related information is restricted to authorised personnel and securely stored.

Managing Breaches and Safety Concerns

UNIQ YOU will respond to breaches of this policy with integrity and transparency. Where criminal conduct is suspected, relevant authorities will be notified.

All incidents will be documented securely and managed in accordance with privacy requirements.

All personnel are required to report any suspected or disclosed child abuse or harm in accordance with relevant child protection legislation and the UNIQ YOU Procedure for Handling Disclosure or Suspicions of Harm.

Relationship to the Code of Conduct

This Child Safety & Wellbeing Policy outlines UNIQ YOU's organisational commitment, governance and risk management approach to child safety.

Expected standards of behaviour, supervision requirements, online engagement protocols, anti discrimination requirements, and reporting obligations are detailed in the UNIQ YOU Code of Conduct.

All personnel must comply with both this Policy and the Code of Conduct when engaging in any child related activity.

Policy Review

This policy is reviewed at least annually and following any significant child safety incident to ensure continued alignment with legislation and the National Principles for Child Safe Organisations.

Related Policies and Supporting Documents

This Child Safety & Wellbeing Policy should be read in conjunction with the following documents:

- UNIQ YOU Code of Conduct
- Child & Youth Risk Management Strategy
- Procedure for Handling Disclosure or Suspicions of Harm
- Managing Breaches Plan
- Privacy Policy

- Recruitment and Screening Policy (including Blue Card / Working With Children requirements)
- Cultural Safety Framework